



**FY 21 Pay Plan**

**Effective: July 2020**

Exempt	Grade	Rank	Range Min	Market Midpoint	Top of Range
	F8	Deputy Chief		\$84,600	\$110,000
F7	Assistant Chief		\$74,470	\$93,090	\$111,710
F6	Battalion Chief		\$66,790	\$81,050	\$100,190

**Subject to City Merit Guidelines**

Non-Exempt	Grade	Rank	Range Min												Top of Range
			1	2	3	4	5	6	7	8	9	10	11	12	
F5	Captain	Annual	\$56,800.02	\$59,072.00	\$61,434.88	\$63,892.19	\$66,288.14	\$68,608.38	\$71,009.54	\$72,429.76	\$73,878.48	\$75,355.90	\$76,863.07	\$78,400.40	\$85,199.92
		Hourly	\$ 27.3077	\$ 28.4000	\$ 29.5360	\$ 30.7174	\$ 31.8693	\$ 32.9848	\$ 34.1392	\$ 34.8220	\$ 35.5185	\$ 36.2288	\$ 36.9534	\$ 37.6925	\$ 40.9615
F4	Lieutenant	Annual	\$51,222.91	\$53,271.71	\$55,402.67	\$57,618.70	\$59,779.41	\$61,871.68	\$63,109.07	\$64,371.42	\$65,658.74	\$66,972.05	\$68,311.36	\$69,677.71	\$74,273.06
		Hourly	\$ 24.6264	\$ 25.6114	\$ 26.6359	\$ 27.7013	\$ 28.7401	\$ 29.7460	\$ 30.3409	\$ 30.9478	\$ 31.5667	\$ 32.1981	\$ 32.8420	\$ 33.4989	\$ 35.7082
F3	Fire Specialist	Annual	\$46,212.40	\$48,061.10	\$49,983.44	\$51,982.74	\$53,932.11	\$55,819.71	\$56,936.05	\$58,074.85	\$59,236.32	\$60,421.09	\$61,629.57	\$62,862.18	\$67,008.03
		Hourly	\$ 22.2175	\$ 23.1063	\$ 24.0305	\$ 24.9917	\$ 25.9289	\$ 26.8364	\$ 27.3731	\$ 27.9206	\$ 28.4790	\$ 29.0486	\$ 29.6296	\$ 30.2222	\$ 32.2154
F2	Firefighter III	Annual	\$42,617.33	\$44,322.10	\$46,094.88	\$47,938.80	\$49,137.29	\$50,120.09	\$51,122.45	\$52,144.77	\$53,187.68	\$54,251.43	\$55,336.45		
		Hourly	\$ 20.4891	\$ 21.3087	\$ 22.1610	\$ 23.0475	\$ 23.6237	\$ 24.0962	\$ 24.5781	\$ 25.0696	\$ 25.5710	\$ 26.0824	\$ 26.6041		
F1	Firefighter II	Annual	\$37,668.80	\$39,175.55	\$40,742.62	\$42,372.28	\$43,431.58	\$44,300.22	\$45,186.13	\$46,089.88	\$47,011.74				
		Hourly	\$ 18.1100	\$ 18.8344	\$ 19.5878	\$ 20.3713	\$ 20.8806	\$ 21.2982	\$ 21.7241	\$ 22.1586	\$ 22.6018				

**Subject to City Merit Guidelines**

**Pay Plan Rules:**

- 1 Educational, prior fire service, paramedic, language, and veteran\* incentives will be reflected in the step plan as follows:
  - ~ New-hire educational and experience incentives: [aggregate cannot exceed two steps]
    - Associate degree/veteran\*/qualified prior Fire experience - add one step;
    - Bachelor's/Master's - add two steps
  - ~ Existing employee educational incentive:
    - ~ Employees in steps 1-11: [aggregate cannot exceed two steps]
      - Associate degree - move one step;
      - Bachelor's w/prior compensated Associate degree - move one additional step;
      - Bachelor's only - w/o prior compensated Associate degree - move two steps;
      - Master's - 5% lump sum of gross earnings\*\*
    - ~ F3-F5 employees in Step 12, all F6-F8 employees, or any employee at top of range receive lump sum incentive based on a percentage of gross earnings\*\*: [aggregate cannot exceed 15%]
      - 5% Associate degree, 5% Bachelor's w/prior compensated Associate degree, 10% Bachelor's w/o prior compensated Associate degree, 5% Master's
  - ~ Paramedic incentive: Add one step upon certification
  - ~ Language incentive: Add one step upon verified proficiency
  - ~ Approved educational institutional tuition reimbursement: Up to \$5,000 per fiscal year
    - \* Qualified veteran includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces.
    - \*\* Gross earnings are calculated upon the previous 12-months total earnings, including overtime earnings where applicable
- 2 Pay Plan accelerates employee compensation to GFD market midpoints and then slows compensation growth
  - ~ Market midpoints are highlighted in bold font
  - ~ Exempt ranks are subject to City of Greenville merit increase rules; non-exempt ranks subject to merit rules after Step 12
- 3 Minimum promotional increase within Non-Exempt ranks/grades is to step that is at or above 2% increase from current rate
- 4 Employees at top of ranges are only eligible for lump sum increases
- 5 Employee frozen in step if City does not fund City-level merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate

**Additional Position Titles by Rank & Grade:**

F7	Assistant Fire Chief: Fire Marshal
F6	Battalion Chief: Chief of Training/Chief Medical Coordinator
F5	Fire Captain: Chief Fire Mechanic/Deputy Fire Marshall/Fire Accreditation Manager/Resource Management Officer/Training Officer
F4	Fire Lieutenant: Fire Inspector II/Fire Community Risk Reduction & Education Coordinator
F3	Fire Specialist: Assistant Fire Mechanic/Fire Inspector I
F2	Firefighter III: Firefighter III (EMT)
F1	Firefighter II: Firefighter II (EMT)